

# FDN2 - Educational and Employment Philosophy

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## F - Foundation

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### DISTRICT MISSION AND BELIEF STATEMENT

(Strategic Plan: Vision, Mission, and Values)

Vision

Work with Administration and Board for it's own values!

Values

AE

### COMMUNITY INVOLVMENT IN EDUCATION

The Board recognizes that the public has substantial resources of training and experience that could be useful to schools. The strength of the local District is in large measure determined by the manner and degree to which these resources are utilized in an advisory capacity and to the degree that these resources are involved in supporting the improvement of the local educational program.

The advice of the public will be given careful consideration. In the evaluation of such contributions, the first concern will be for the educational program as it affects the students. The final decision may depart from this advice when in the judgment of the staff and the Board such advice is not consistent with goals adopted by the Board, consistent with current educational practice, or within the reach of the financial resources available.

### LEGAL

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[15-327](#)

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### NONDISCRIMINATION / EQUAL OPPORTUNITY

The Board is committed to a policy of nondiscrimination in relation to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, and disability. This policy will prevail in all matters concerning staff members, students, the public, educational programs and services, and individuals with whom the Board does business.

### LEGAL

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[41-1463](#)

Arizona Constitution, Ordinance Art. XX, Par. Seventh

20 U.S.C. 1400 *et seq.*, Individuals with Disabilities Education Act

20 U.S.C. 1681, Education Amendments of 1972, Title IX

20 U.S.C. 1703, Equal Employment Opportunity Act of 1972

29 U.S.C. 794, Rehabilitation Act of 1973, (Section 504)

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## PERSONNEL GOALS

The Board recognizes that dynamic and efficient staff members dedicated to education are necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff members.

Duties of these staff members shall be outlined and assigned by the Superintendent.

Additionally, the Board establishes, as personnel service goals, the following:

- A. Recruiting, selecting, and employing the best-qualified personnel to staff the school system.
- B. An employee appraisal program that will contribute to the continuous improvement of staff performance.
- C. Professional development and in-service training programs for employees that will improve their rates of performance and retention.
- D. Deployment of the available personnel to ensure that they are utilized as effectively as possible within budgetary constraints.
- E. Human relationships necessary to obtain maximum staff performance and satisfaction.
- F. A staff compensation program sufficient to attract and retain qualified employees within the fiscal limitations of the District.

## LEGAL

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## RECOGNITION FOR ACCOMPLISHMENT

It is the Governing Board's intent to recognize and acknowledge students, parents, community members, volunteers, business partners and staff in multiple venues for outstanding contributions that further the vision, mission and values of the District.

The Governing Board encourages the administration and schools to conduct ongoing, as well as spontaneous, recognition and acknowledgment activities within the District and the schools honoring students, parents, community members, volunteers, business partners, and staff. Individuals and/or groups may be recognized.

Every effort shall be made to identify individuals and groups to be recognized, and to seek appropriate venues for their recognition. The Governing Board expects selection of individuals and groups to be recognized to be balanced, proportionate, fair, and inclusive of all individuals within all shareholder groups.

## LEGAL

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